

Department of Human Services Facts - FY06

http://www.dhs.state.ia.us/dhs2005/dhs_homepage/index.html



General Information

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Workforce Data

(unless otherwise noted, information provided is at the end of FY '06)

# FT EEs: 5,520	# PT EEs: 38	# Temporary EEs: 136	Avg. Length of Service: 14.07
Span of Control: 10.14	% Performance Evaluations Completed: 91.85%		Total Unemployment Insurance Claims: 106
Age Groups: <25 164 25-34 913 35-44 1,206 45-54 1,938 55-64 1,225 65+ 74	# of Females: 4,048	# of Minorities: 260	# of Persons With Disabilities: 265
	% of WF: 73.33%	% of WF: 4.71%	% of WF: 4.80%
	# of Males: 1,472	# of Non-minorities: 5,260	# of Persons With Non-Disabilities: 5,255
	% of WF: 26.67%	% of WF: 95.29%	% of WF: 95.20%
	Average Age: 46.05		
Officials/Administrators EEO Category 1: 427	Professionals EEO Category 2: 1,825	Technicians EEO Category 3: 998	Protective Service EEO Category 4: 229
Paraprofessionals EEO Category 5: 0	Administrative Services EEO Category 6: 631	Skilled Craft EEO Category 7: 118	Service/Maintenance EEO Category 8: 1,292
Separation Rate: 7.53%	Hire Rate: 12.38%	Number Hires: 636	Transfer In: 30
Retirements: 62	All Terminations: 111	Voluntary Quits: 193	Transfer Out: 39
# of Classes Used: 221	Most Populous Classes: Resident Treatment Worker (1,009), Income Maintenance Worker 2 (691), Social Worker 2 (614)		

Leave and Benefits

(unless otherwise noted, information provided is at the end of FY '06)

Vacation Payouts: \$665,362.65	Sick Leave Payouts: \$102,456.75	Annual Payroll: \$242,061,350.24	Avg. Base Salary: \$42,787.00	Overtime Days Worked: 26,544.9
Overtime Cost: \$5,842,329.75	Reassignment Pay: \$4,430.40	Recruitment Bonus Pay: \$11,358.40	Retention Pay: \$2,014.60	Exceptional Job Performance Pay: \$3,571.20
Workers' Comp Payouts: \$3,216,241.68	Vacation Pay - Earned Value: \$19,053,990.42	Vacation Days Earned: 112,790.9	Vacation Used Expense: \$17,728,535.46	Vacation Days Taken: 105,755.5
Workers' Comp Days Used: 3,550	Sick Leave Days Earned: 88,991.5	Reg. Sick Leave Used Expense: \$7,212,902.33	Reg. Sick Leave Days Used: 46,041.8	Converted Sick Leave To Vacation Used Expense: \$1,773,134.75
	Sick Leave -Earned Value: \$14,048,730.74	Converted Sick Leave To Vacation Days Used: 9,810.7	Avg. Sick Leave Days Per EE: 8.34	
Injury Leave Used Expense: \$25,020.23	Injury Leave Days Used: 170.6	Classification Appeals: 4	Reclassifications Up (Filled): 149 Up (Vacant): 25 Down (Filled): 19 Down (Vacant): 6 Lateral (Filled): 4 Lateral (Vacant): 1 Approx. Annual New Cost of Reclassified Positions:* \$983,059.00	Grievances Contract Grievances: 109 Disciplinary: 73 Language: 36 Non-Contract Grievances: 5 Disciplinary: 2 Language: 3 Arbitrations: 2
Funeral Leave Used Expense: \$181,482.84	Funeral Days Used: 1,123.9	Extraordinary Pay: \$30,496.80		
Jury Leave Used Expense: \$13,271.53	Jury Leave Days Used: 84.0	Special Duty Pay: \$8,723.20		

* based on difference between average of old and new pay grade FY '06. Vacancies and laterals were not calculated into the "cost."

Affirmative Action (Remedial Underutilization [RUU] and Remedial Hiring Goals)

Females: Current Year (FY '07) RUU: N/A Current Year (FY '07) Goal: N/A Goal Achievement (FY '06): Yes, 1/1	Minorities: Current Year (FY '07) RUU: 79 Current Year (FY '07) Goal: 13 Goal Achievement (FY '06): No, 11/3	PWD: Year (FY '07) RUU: 322 Current Year (FY '07) Goal: 68 Goal Achievement (FY '06): No, 6/-16
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Sources: AS400 Queries; "Just the Facts for 2006" Almanac; Department of Management; DAS-HRE Labor Relations Team and DAS-HRE Personnel Officers.

Date of Completion: December 18, 2006